



October 2022

To: WGL Employees

Re: Human Resources EEO/Affirmative Action Statement

Dear Colleagues:

Our Executive Vice President of Utilities and President of Washington Gas, Blue Jenkins, has issued the Fair Employment Practices Statement reaffirming WGL's commitment to equal employment opportunity and affirmative action. Responsibility for implementing the Fair Employment Practices Statement has been delegated to me, as Vice President, People and Culture, in partnership with Daniel Costello, Sr. Director, Employee and Labor Relations.

In our roles, we share responsibility for ensuring equal employment opportunities within our organization, and Dan is responsible for leading the confidential investigation and resolution of complaints of discrimination, harassment, including sexual harassment, bullying, cyber bullying, and workplace violence involving WGL employees. All information related to investigations is kept confidential, to the extent possible, except as needed to address an imminent danger to any employee or other person, and/or as needed to address or investigate violations of WGL policy and procedure or other federal, state, or local, law. Retaliation against an employee or an applicant for bringing a complaint or concern in good faith to the attention of management is strictly prohibited.

WGL supports and adheres to federal, state, and local laws and regulations on Equal Employment Opportunity (EEO) and insists that, in accordance with those laws, our working environment remain free of all forms of discrimination, harassment, bullying, cyber bullying based on age, race, sex, ethnicity, religion, national origin, disability, veteran status, sexual orientation, gender identity or expression, and other protected characteristics, or workplace violence.

Any employee or applicant for employment who believes that he or she has been harassed, experienced discrimination, or been retaliated against for bringing a good faith complaint of, or otherwise reporting or participating in any proceedings pertaining to such complaints of discrimination, harassment, bullying, cyber bullying, or workplace violence should immediately report the incident to any person listed on the accompanying document "Notification: How to Report Harassment, Discrimination, or Retaliation."

The AltaGas Respectful Workplace Policy requires supervisors to report to Human Resources, or to a more senior employee, immediately all incidents of possible discrimination, harassment, bullying, cyber bullying, or workplace violence that are brought to their attention or incidents personally observed.

Both this Human Resources EEO/Affirmative Action Statement and the Fair Employment Practices Statement have been distributed to all employees, including new employees, via Workday and are posted on bulletin boards throughout WGL facilities. The statements are also available for review on the WGL corporate website, www.wgl.com, under the heading Careers by clicking on "EEO/Affirmative Action Statement" and "Fair Employment Practices Statement." Employees should read the entire **AltaGas Respectful Workplace Policy**, available on OneSite at Knowledge Center> Policies> AltaGas Corp Policies. Reporting information is also available on Company bulletin boards, via a posting titled "Notification: How to Report Harassment and Discrimination."

All employees are expected to act in a manner consistent with WGL and AltaGas policies. Immediate reporting of complaints facilitates timely intervention and the ability to address the situation as early as possible. We thank you for your support of our corporate commitment to equal employment opportunity.

Sincerely,

Mikki Bertot Galloway
Vice President, People and Culture

Daniel Costello
Sr. Director, Employee and Labor Relations